

COUNTY OF SONOMA RACIAL EQUITY ACTION PLAN

Result Statement (Goal)	All County staff, especially staff of color, feel a sense of belonging and are supported to achieve their career goals within the County organization.		
Internal Indicators (Barriers)	County management is not representative of the racial demographics of Sonoma County.	Staff of color report disproportionate dissatisfaction levels with management practices.	
Hot Roots (Whys)	There are few mechanisms supporting managers in hiring and promoting qualified staff members of color to leadership levels.	Management practices do not reflect sufficient capacity, skill sets, and/or interest to contribute to the empowerment of staff, especially staff of color.	The County system values productivity over the impact that working conditions have on people, especially staff of color.
Strategies & Sub-Strategies	<p>Strategy 1: County creates capacity for equity work and expands pipelines for hiring and career advancement.</p> <p>a. Department Heads create staff capacity to operationalize equity work by: 1) Designating a Core Team 2.0 Liaison, and 2) Creating equity positions, or 3) Redirecting capacity of existing staff.</p> <p>b. OOE creates and convenes Core Team 2.0 to lead the implementation of the Plan across departments.</p> <p>c. Department Heads support and include in annual operational budgets resources to support professional and leadership development opportunities to reach all staff, especially staff of color.</p> <p>d. Central HR conducts an assessment of County job descriptions and hiring practices, and engages in a codesign process to remove barriers and elevate the value of lived experience.</p>	<p>Strategy 2: County offers support and creates accountability for management at all levels to develop an understanding of racial equity principles and practices.</p> <p>a. All managers actively participate in learning and training spaces about racial equity principles and practices.</p> <p>b. Department Heads, supervisors, and managers are evaluated on their competencies on racial equity principles and practices.</p>	<p>Strategy 3: County invests in data collection and reporting systems to drive change that is responsive to staff experiences.</p> <p>a. Central HR publishes disaggregated data on recruitment, hiring, promotions, and turnover rates of employees.</p> <p>b. Central HR conducts a standard employee survey that consistently collects data on staff experiences, in particular around belonging and career advancement.</p> <p>c. All Managers learn how to apply Anti-Racist Results-Based Accountability (AR-RBA) methodology to address racial inequities from survey data.</p> <p>d. County institutionalizes spaces for healing, belonging, and connection.</p>
Headline Better-Off Measures (Accountability)	<ul style="list-style-type: none"> Percentage of staff hired and promoted into management positions. 	<ul style="list-style-type: none"> Percentage of Department Heads, supervisors, and managers implementing anti-racist practices. Percentage of staff who see management taking new kinds of actions in service of equity. 	<ul style="list-style-type: none"> Percentages of staff retention and turnover. Percentage of staff who feel like the County is offering a positive space to support their work and well-being.